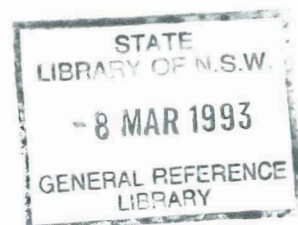


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**November 1992**  
**Women's Employment Patterns**  
**Adelaide Statistical Division**

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**WOMEN'S EMPLOYMENT PATTERNS  
ADELAIDE STATISTICAL DIVISION  
NOVEMBER 1992**

**P.M. GARDNER**

**Deputy Commonwealth Statistician  
and Government Statist**

**AUSTRALIAN BUREAU OF STATISTICS**

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WOMEN'S EMPLOYMENT  
AND TRAINING DIVISION  
NOVEMBER 1993

1993-94

Report of the Commonwealth  
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## CONTENTS

<i>Table</i>		<i>Page</i>
..	Summary of Findings	1
	<b>Women aged 18 to 59 years</b>	
1	Selected characteristics by current employment status	3
	<b>Women currently employed</b>	
2	Current employment characteristics by type of change to working life since 1982	4
	<b>Women employed at some time since 1982</b>	
3	Current employment status by type of change to working life since 1982	5
4	Selected characteristics by number of employment breaks taken since 1982	5
5	Selected characteristics by number of times changed employer since 1982	6
6	Selected characteristics by number of times changed working arrangements since 1982	7
	<b>Women employed at some time since 1982 : most recent working life change</b>	
7	Women whose most recent working life change is a break from work : details of break by length of break	8
8	Women whose most recent working life change is a change in employer : details of change by age and whether responsible for children	8
9	Women whose most recent working life change is a change to working arrangements : details of this change by age and whether responsible for children	9
	<b>Women who have not been employed in Australia since 1982</b>	
10	Current activities by age	9
11	Current activities by marital status	10
12	Main reason not employed by age	10
..	Explanatory Notes	11
..	Data Quality	13
..	Standard Error Table	13

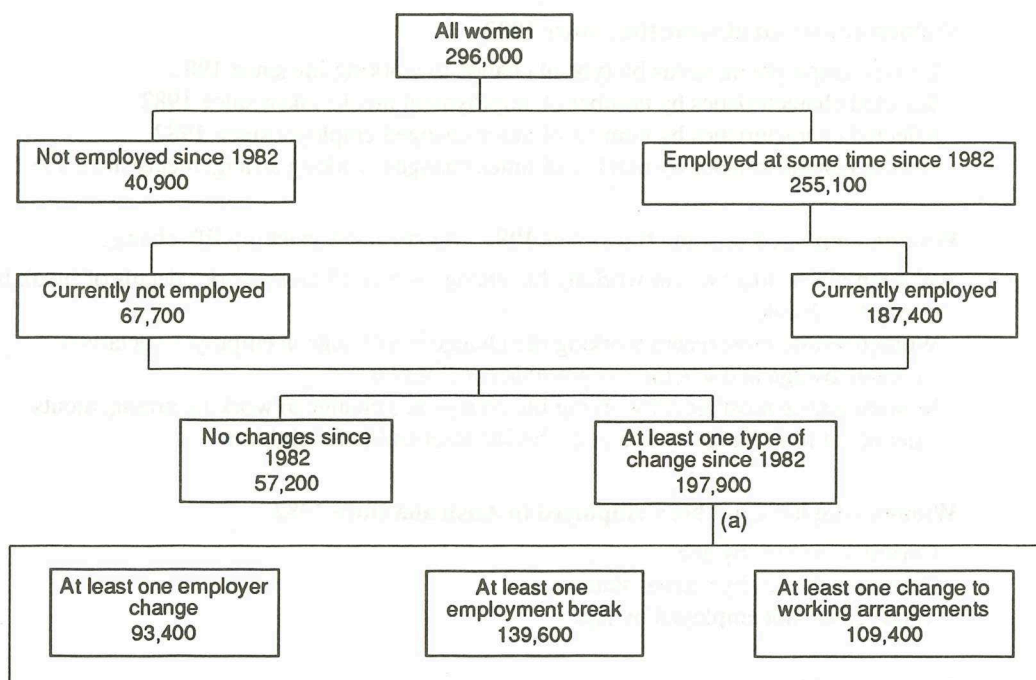
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## SUMMARY OF FINDINGS

The survey *Women's Employment Patterns* was conducted in November 1992 in the Adelaide Statistical Division as a supplement to the Monthly Population Survey. The population covered by the survey was all women aged 18 to 59 years inclusive, excluding full-time students under 25 years. A break from employment was defined as a period of three months or more away from employment, whether on paid or unpaid leave, resigned or dismissed/retrrenched. An employer change was defined as leaving one employer and starting work with another within three months. This includes women who were self-employed and changed to working for an employer or vice versa. A change in working arrangements was defined as a change in status (e.g. from permanent to temporary or vice versa), change in hours worked (e.g. full-time to part-time) or a change in shift arrangements. The Explanatory Notes on page 11 provide definitions and other details of the survey.

**DIAGRAM 1 : ALL WOMEN AGED 18 TO 59 YEARS (EXCLUDING FULL-TIME STUDENTS UNDER 25 YEARS)  
ADELAIDE STATISTICAL DIVISION**



Some of the main findings of the survey are:

**All women aged 18 to 59 years (excluding full-time students under 25 years);**

- 63.3 per cent of women aged 18 to 59 years (187,400) in the Adelaide Statistical Division are currently employed (Table 1).
- 9,400 women aged 18 to 24 years are unemployed, an unemployment rate of 22.8 per cent. This compares with 7.9, 5.7, 6.5 and 7.7 per cent for the 25 to 34, 35 to 44, 45 to 54 and 55 to 59 age groups (Table 1).
- 53.5 per cent (54,900) of women responsible for children aged under 12 years are currently employed (Table 1).
- 65.6 per cent of women (134,800) born in Australia are currently employed. They are more likely to be employed than women from non-English speaking backgrounds (50.5 per cent employed) (Table 1).
- 82.1 per cent (22,600) of women with a Bachelor degree or higher are employed while only 53.5 per cent (76,500) of those who did not attend the highest year of secondary school are employed (Table 1).

### **Women currently employed;**

The most frequent occupation is clerks with 29.9 per cent (56,100) of employed women working in this category. The next most frequent occupation is salespersons and personal workers with 22.1 per cent (41,500) of employed women (Table 2).

- 38.0 per cent (71,200) of women are employed in the community services industry. The wholesale and retail sectors employ 18.5 per cent (34,700) of women (Table 2).
- 40.8 per cent (76,400) of women work part-time (Table 2).
- 33.7 per cent (58,100) of women (excludes self-employed women with no employees) are in workplaces employing 100 or more staff (Table 2).
- In the last ten years, 70.2 per cent (131,500) of women had at least one type of change to their working life (Table 2).

### **Women who have been employed in Australia at some time since 1982;**

#### **Employment breaks,**

- 54.7 per cent (139,600) of women employed in Australia at some time since 1982 had a break of 3 months or more from employment in this time. 17.8 per cent (45,300) of all women had more than one break (Tables 3 and 4).
- 78.2 per cent (70,400) of all women responsible for children under 12 years had a break from employment since 1982 (Table 4).

#### *Most recent break*

- Of women whose most recent change is a break, the main reason for taking this break is either for the birth of a child or caring for children or other persons (44,000 or 41.0 per cent) (Table 7).
- 76.6 per cent (82,100) of women taking their most recent break from employment stopped work, resigned, retired, were retrenched or dismissed (Table 7).

#### **Employer changes,**

- In the last ten years, 36.6 per cent (93,400) of women employed in Australia at some time since 1982, changed their employer within three months of leaving their previous one. 19.3 per cent (49,200) of all women had more than one employer change (Table 5).

#### *Most recent change*

- Of women whose most recent change is a change in employer, the main reason for this change was to move to a better job or environment (14,000 or 35.1 per cent). 22.3 per cent (8,900) had no choice in changing employers – their previous job ended (Table 8).

#### **Working arrangement changes,**

- 42.9 per cent (109,400) of women employed in Australia at some time since 1982, changed their working arrangements in the last ten years. 20.0 per cent (51,100) of all women had more than one change (Table 6).

#### *Most recent change*

- Of women whose most recent change is a change in working arrangements, 85.3 per cent (50,000) changed their hours worked. 41.0 per cent (24,000) increased hours worked while 30.0 per cent (17,600) decreased hours worked (Table 9).
- 33.0 per cent (19,300) of women changed their status from temporary or casual workers to permanent workers. Conversely, 15.6 per cent (9,100) changed from permanent to temporary or casual (Table 9).
- 21.7 per cent (12,700) had no choice changing their working arrangements. The change was employer initiated (Table 9).

### **Women who have not been employed in Australia since 1982;**

- 13.8 per cent (40,900) of women aged 18 to 59 years have not been employed in Australia since 1982. The most common activities of these women were household work (37,100 or 90.6 per cent) and caring for children (19,300 or 47.2 per cent) (Table 10).



TABLE 1 – WOMEN AGED 18 TO 59 YEARS (a) : SELECTED CHARACTERISTICS BY CURRENT EMPLOYMENT STATUS  
ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Particulars	Employment status						Total
	Employed	Unemployed	Labour force	Not in labour force	Unemployment rate	Participation rate	
	'000	'000	'000	'000	Per cent	Per cent	
<i>Age (years)—</i>							
18–24	31.8	9.4	41.2	5.7	22.8	87.8	46.9
25–34	54.4	4.7	59.0	27.4	7.9	68.3	86.5
35–44	58.2	3.5	61.7	19.0	5.7	76.5	80.7
45–54	35.9	2.5	38.4	21.2	6.5	64.4	59.6
55–59	7.2	**0.6	7.8	14.6	**7.7	34.9	22.4
<i>Marital status—</i>							
Married	113.7	5.8	119.5	64.4	4.9	65.0	183.9
De facto	13.2	**0.8	14.0	3.1	**5.8	81.7	17.2
Separated	4.7	*1.1	5.8	3.5	*19.4	62.5	9.2
Divorced	8.8	2.4	11.3	5.9	21.6	65.8	17.1
Widowed	*1.1	**0.3	*1.4	3.5	**19.4	*28.7	4.9
Never married	45.9	10.3	56.2	7.5	18.3	88.2	63.7
<i>Whether responsible for children under 12 years—</i>							
Responsible	54.9	4.9	59.8	42.9	8.2	58.2	102.7
Not responsible	132.5	15.8	148.3	45.0	10.7	76.7	193.3
<i>Country of birth—</i>							
Australia	134.8	13.6	148.4	57.1	9.2	72.2	205.4
Other main English speaking countries (b)	31.2	2.8	34.0	14.2	8.1	70.5	48.2
Other	21.4	4.4	25.8	16.6	17.0	60.8	42.4
<i>Qualifications—</i>							
Bachelor degree or higher	22.6	**0.9	23.5	4.1	**3.7	85.3	27.6
Certificate/diploma	51.2	6.0	57.2	11.1	10.5	83.8	68.3
Trade qualification	6.4	**0.9	7.3	3.0	**12.1	71.2	10.3
Highest year of secondary school	30.7	3.3	34.0	13.0	9.8	72.4	47.0
Did not attend highest year of secondary school (c)	76.5	9.6	86.1	56.8	11.1	60.3	142.9
<b>Total</b>	<b>187.4</b>	<b>20.7</b>	<b>208.1</b>	<b>87.9</b>	<b>10.0</b>	<b>70.3</b>	<b>296.0</b>

(a) Excludes 12,400 full-time students aged 18 to 24 years. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, USA and South Africa. (c) Includes those who never attended school.

TABLE 2 – WOMEN CURRENTLY EMPLOYED : CURRENT EMPLOYMENT CHARACTERISTICS BY TYPE OF CHANGE TO WORKING LIFE SINCE 1982 (a), ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992  
('000)

Particulars	Type of change to working life						At least one type of change	No change of any type	Total
	Break		Employer Change		Working arrange-ment change				
	None	One or more	None	One or more	None	One or more			
<i>Whether responsible for children under 12 years—</i>									
Responsible	19.1	35.8	34.8	20.1	22.5	32.4	45.0	9.9	54.9
Not responsible	94.1	38.4	81.1	51.4	79.3	53.2	86.5	46.0	132.5
<i>Qualifications—</i>									
Bachelor degree or higher	10.0	12.7	13.6	9.1	11.1	11.5	16.8	5.9	22.6
Certificate/diploma	28.0	23.3	31.2	20.0	25.9	25.3	38.1	13.2	51.2
Trade qualification	4.3	2.1	3.8	2.6	2.9	3.6	4.8	*1.7	6.4
Highest year of secondary school	21.6	9.1	18.4	12.3	18.9	11.8	20.4	10.2	30.7
Did not attend highest year of secondary school (b)	49.4	27.1	49.0	27.5	43.1	33.4	51.5	25.0	76.5
<i>Employment Status—</i>									
Full-time	72.9	38.0	65.3	45.6	64.2	46.7	76.4	34.6	111.0
Part-time	40.3	36.2	50.6	25.9	37.6	38.9	55.2	21.3	76.4
<i>Permanent/casual status (c)—</i>									
Permanent	72.0	43.4	67.4	48.1	59.7	55.7	84.6	30.8	115.4
Casual	25.6	22.5	30.0	18.1	25.8	22.3	33.8	14.3	48.1
<i>Member of union or professional association—</i>									
Member	52.8	37.3	56.3	33.8	47.6	42.5	64.8	25.3	90.1
Non-member	59.7	36.7	59.1	37.4	53.5	43.0	66.4	30.0	96.5
Don't know	**0.7	**0.2	**0.6	**0.3	**0.7	**0.2	**0.3	**0.6	**0.8
<i>Size of workplace (d)—</i>									
Less than 10 persons	25.1	14.0	24.0	15.1	21.7	17.4	26.3	12.9	39.2
10-19 persons	13.8	8.2	13.8	8.1	11.9	10.0	15.5	6.4	21.9
20-99 persons	27.7	20.7	31.4	17.1	25.4	23.0	34.3	14.2	48.5
100 persons and over	34.6	23.5	32.5	25.7	29.3	28.8	43.0	15.1	58.1
Don't know	2.2	2.5	2.8	1.9	2.5	2.2	3.9	**0.8	4.7
<i>Industry—</i>									
Manufacturing	13.3	6.2	11.9	7.6	11.6	7.9	12.5	7.0	19.5
Wholesale/retail trade	21.8	13.0	20.2	14.6	17.3	17.4	25.8	8.9	34.7
Finance, property and business services	12.0	8.4	13.3	7.0	12.4	8.0	12.9	7.4	20.3
Community services	38.9	32.4	45.1	26.1	34.1	37.1	52.9	18.3	71.2
Recreation, personal and other services	13.2	6.7	11.5	8.4	12.5	7.4	13.3	6.6	19.9
Other	14.0	7.7	13.9	7.8	13.9	7.8	14.1	7.6	21.7
<i>Occupation—</i>									
Managers and administrators	7.2	3.0	7.4	2.9	6.4	3.8	6.0	4.2	10.2
Professionals	12.5	13.5	16.9	9.1	14.4	11.6	18.4	7.7	26.0
Para-professionals	8.2	8.4	9.0	7.6	5.5	11.1	14.6	2.0	16.6
Tradespersons	5.1	2.0	4.5	2.7	4.5	2.6	4.1	3.1	7.2
Clerks	35.6	20.5	34.6	21.5	30.6	25.5	38.6	17.4	56.1
Salespersons and personal service workers	26.9	14.5	25.1	16.4	21.0	20.4	29.8	11.7	41.5
Plant and machine operators, and drivers	3.1	2.0	3.0	2.0	3.8	*1.3	3.3	*1.7	5.1
Labourers and related workers	14.6	10.2	15.5	9.3	15.5	9.3	16.7	8.1	24.8
Total	113.2	74.2	115.9	71.5	101.8	85.6	131.5	55.9	187.4

(a) A break is 3 months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrrenched. An employer change is leaving one employer and starting work within 3 months with another. A working arrangement change is a change in status from permanent to temporary or casual (or vice versa), change in hours worked or a change in shift arrangements. Please see definitions for more detail. (b) Includes those who never attended school. (c) Excludes self-employed. (d) Excludes self-employed with no employees.

TABLE 3 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : CURRENT EMPLOYMENT STATUS BY TYPE OF CHANGE TO WORKING LIFE SINCE 1982 (a), ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Employment status		Type of change to working life						At least one type of change	No change of any type	Total
		Break		Employer change		Working arrangement change				
		None	One or more	None	One or more	None	One or more			
Currently employed	'000	113.2	74.2	115.9	71.5	101.8	85.6	131.5	55.9	187.4
	Per cent	60.4	39.6	61.9	38.1	54.3	45.7	70.2	29.8	100.0
Not currently employed	'000	2.3	65.4	45.7	21.9	43.9	23.8	66.4	*1.3	67.7
	Per cent	3.3	96.7	67.6	32.4	64.9	35.1	98.1	1.9	100.0
Total	'000	115.4	139.6	161.6	93.4	145.7	109.4	197.9	57.2	255.1
	Per cent	45.3	54.7	63.4	36.6	57.1	42.9	77.6	22.4	100.00

(a) A break is 3 months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrenched. An employer change is leaving one employer and starting work within 3 months with another. A working arrangement change is a change in status from permanent to temporary or casual (or vice versa), change in hours worked or a change in shift arrangements. Please see definitions for more detail.

TABLE 4 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : SELECTED CHARACTERISTICS BY NUMBER OF EMPLOYMENT BREAKS TAKEN SINCE 1982 (a), ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Particulars	No breaks		One break	Two breaks	Three breaks or more	Number with breaks		Total	
	'000	Per cent	'000	'000	'000	'000	Per cent	'000	Per cent
<i>Age (years)—</i>									
18–24	24.6	55.1	13.5	4.1	2.5	20.0	44.9	44.6	100.0
25–34	28.8	37.2	31.3	12.5	5.0	48.7	62.8	77.6	100.0
35–44	30.1	41.7	26.9	10.4	4.8	42.1	58.3	72.2	100.0
45–54	25.9	55.1	16.2	3.4	*1.5	21.1	44.9	47.1	100.0
55–59	6.0	44.0	6.5	**0.5	**0.8	7.7	56.0	13.7	100.0
<i>Marital status—</i>									
Married	66.4	42.5	61.9	19.0	9.1	90.0	57.5	156.5	100.0
De facto	7.8	47.5	6.0	1.8	**0.8	8.6	52.5	16.3	100.0
Separated	2.9	35.1	3.1	*1.5	**0.7	5.3	64.9	8.2	100.0
Divorced	5.2	41.0	4.4	1.9	*1.1	7.4	59.0	12.6	100.0
Widowed	*1.3	44.3	**0.9	**0.4	**0.3	*1.6	55.7	2.9	100.0
Never married	32.0	54.5	18.0	6.1	2.6	26.7	45.5	58.7	100.0
<i>Whether responsible for children under 12 years—</i>									
Responsible	19.6	21.8	43.7	18.1	8.5	70.4	78.2	90.0	100.0
Not responsible	95.8	58.0	50.6	12.6	6.0	69.3	42.0	165.1	100.0
<i>Country of birth—</i>									
Australia	82.6	45.3	65.9	23.7	10.0	99.7	54.7	182.3	100.0
Other main English speaking countries (b)	16.7	40.6	17.5	4.7	2.2	24.5	59.4	41.2	100.0
Other	16.1	51.0	10.9	2.3	2.3	15.5	49.0	31.6	100.0
<i>Qualifications—</i>									
Bachelor degree or higher	10.1	39.5	9.1	3.6	2.8	15.4	60.5	25.5	100.0
Certificate/diploma	28.8	43.9	22.8	9.1	5.0	36.9	56.1	65.7	100.0
Trade qualification	4.3	46.0	3.3	**0.9	**0.9	5.1	54.0	9.4	100.0
Highest year of secondary school	21.7	51.9	14.6	4.1	*1.5	20.2	48.1	41.9	100.0
Did not attend highest year of secondary school (c)	50.5	44.8	44.5	13.1	4.4	62.1	55.2	112.6	100.0
<i>Labour force status—</i>									
Employed	113.2	60.4	49.5	16.4	8.3	74.2	39.6	187.4	100.0
Unemployed	*1.4	*9.1	8.1	3.4	2.4	13.8	90.9	15.2	100.0
Not in labour force	**0.9	**1.7	36.7	11.0	3.9	51.6	98.3	52.5	100.0
Total	115.4	45.3	94.4	30.8	14.5	139.6	54.7	255.1	100.0

(a) A break is 3 months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrenched. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, USA and South Africa. (c) Includes those who never attended school.



TABLE 5 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : SELECTED CHARACTERISTICS BY NUMBER OF TIMES CHANGED EMPLOYER SINCE 1982 (a), ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Particulars	No changes		One change	Two changes	Three changes or more	Number with employment changes		Total	
	'000	Per cent	'000	'000	'000	'000	Per cent	'000	Per cent
<i>Age (years)—</i>									
18–24	24.1	54.0	8.6	5.4	6.5	20.5	46.0	44.6	100.0
25–34	43.3	55.8	14.0	6.9	13.4	34.3	44.2	77.6	100.0
35–44	47.4	65.7	12.5	5.1	7.2	24.8	34.3	72.2	100.0
45–54	35.3	75.0	7.5	2.3	1.9	11.8	25.0	47.1	100.0
55–59	11.6	84.6	*1.7	**0.3	**0.2	2.1	15.4	13.7	100.0
<i>Marital status—</i>									
Married	105.2	67.2	26.8	11.6	12.8	51.3	32.8	156.5	100.0
Defacto	8.3	51.0	3.8	**0.8	3.3	8.0	49.0	16.3	100.0
Separated	5.5	67.1	*1.3	**0.4	**1.0	2.7	32.9	8.2	100.0
Divorced	7.6	60.5	2.3	**0.6	2.1	5.0	39.5	12.6	100.0
Widowed	2.1	74.4	**0.3	**0.1	**0.3	**0.7	**25.6	2.9	100.0
Never married	32.9	56.0	9.7	6.4	9.7	25.8	44.0	58.7	100.0
<i>Whether responsible for children under 12 years—</i>									
Responsible	56.6	62.9	15.0	8.4	10.0	33.4	37.1	90.0	100.0
Not responsible	105.1	63.6	29.2	11.6	19.2	60.0	36.4	165.1	100.0
<i>Country of birth—</i>									
Australia	112.2	61.5	31.9	15.0	23.1	70.1	38.5	182.3	100.0
Other main English speaking countries (b)	25.1	61.0	8.1	3.4	4.6	16.1	39.0	41.2	100.0
Other	24.4	77.0	4.1	*1.6	*1.5	7.3	23.0	31.6	100.0
<i>Qualifications—</i>									
Bachelor degree or higher	15.4	60.5	5.0	1.9	3.3	10.1	39.5	25.5	100.0
Certificate/diploma	39.7	60.4	12.3	5.8	7.8	26.0	39.6	65.7	100.0
Trade qualification	5.8	61.2	*1.5	**0.6	*1.6	3.6	38.8	9.4	100.0
Highest year of secondary school	26.2	62.6	7.8	3.4	4.5	15.7	37.4	41.9	100.0
Did not attend highest year of secondary school (c)	74.6	66.2	17.6	8.4	12.0	38.0	33.8	112.6	100.0
<i>Labour force status—</i>									
Employed	115.9	61.9	34.3	15.0	22.2	71.5	38.1	187.4	100.0
Unemployed	7.6	50.0	3.0	1.9	2.7	7.6	50.0	15.2	100.0
Not in labour force	38.1	72.7	6.9	3.1	4.4	14.3	27.3	52.5	100.0
<b>Total</b>	<b>161.6</b>	<b>63.4</b>	<b>44.2</b>	<b>20.0</b>	<b>29.2</b>	<b>93.4</b>	<b>36.6</b>	<b>255.1</b>	<b>100.0</b>

(a) An employer change is leaving one employer and starting work within 3 months with another. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, USA and South Africa. (c) Includes those who never attended school.

TABLE 6 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : SELECTED CHARACTERISTICS BY NUMBER OF TIMES CHANGED WORKING ARRANGEMENTS SINCE 1982 (a), ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Particulars	No changes		One change	Two changes	Three changes or more	Number with working arrangement changes		Total	
	'000	Per cent	'000	'000	'000	'000	Per cent	'000	Per cent
<i>Age (years) —</i>									
18–24	26.8	60.1	10.1	3.0	4.7	17.8	39.9	44.6	100.0
25–34	40.7	52.4	19.6	6.5	10.7	36.9	47.6	77.6	100.0
35–44	36.8	51.0	16.7	7.6	11.1	35.4	49.0	72.2	100.0
45–54	31.2	66.3	9.2	3.2	3.4	15.8	33.7	47.1	100.0
55–59	10.2	74.7	2.7	**0.2	**0.6	3.5	25.3	13.7	100.0
<i>Marital status —</i>									
Married	86.3	55.2	38.8	13.4	18.0	70.2	44.8	156.5	100.0
Defacto	8.6	53.0	4.3	*1.1	2.4	7.7	47.0	16.3	100.0
Separated	4.8	57.9	1.9	**0.8	**0.7	3.5	42.1	8.2	100.0
Divorced	7.0	56.0	2.5	*1.2	1.9	5.5	44.0	12.6	100.0
Widowed	*1.7	60.1	**0.9	**0.1	**0.1	*1.1	39.9	2.9	100.0
Never married	37.3	63.5	10.0	3.9	7.5	21.4	36.5	58.7	100.0
<i>Whether responsible for children under 12 years —</i>									
Responsible	42.4	47.1	25.2	10.3	12.1	47.6	52.9	90.0	100.0
Not responsible	103.3	62.6	33.1	10.2	18.4	61.7	37.4	165.1	100.0
<i>Country of birth —</i>									
Australia	100.2	55.0	44.3	14.8	23.0	82.1	45.0	182.3	100.0
Other main English speaking countries (b)	22.6	54.9	8.9	4.3	5.4	18.6	45.1	41.2	100.0
Other	22.9	72.4	5.1	*1.4	2.2	8.7	27.6	31.6	100.0
<i>Qualifications —</i>									
Bachelor degree or higher	12.7	49.6	5.7	2.4	4.7	12.9	50.4	25.5	100.0
Certificate/diploma	34.7	52.8	13.7	7.0	10.2	31.0	47.2	65.7	100.0
Trade qualification	4.3	45.5	3.1	**0.7	*1.3	5.1	54.5	9.4	100.0
Highest year of secondary school	26.0	62.0	8.7	2.5	4.7	15.9	38.0	41.9	100.0
Did not attend highest year of secondary school (c)	68.1	60.5	27.1	7.8	9.6	44.5	39.5	112.6	100.0
<i>Labour force status —</i>									
Employed	101.8	54.3	45.9	16.0	23.7	85.6	45.7	187.4	100.0
Unemployed	10.4	68.2	2.2	**0.9	*1.7	4.8	31.8	15.2	100.0
Not in labour force	33.5	63.9	10.2	3.6	5.1	18.9	36.1	52.5	100.0
<b>Total</b>	<b>145.7</b>	<b>57.1</b>	<b>58.3</b>	<b>20.5</b>	<b>30.6</b>	<b>109.4</b>	<b>42.9</b>	<b>255.1</b>	<b>100.0</b>

(a) A working arrangement change is a change in status from permanent to temporary or casual (or vice versa), a change in hours worked or a change in shift arrangements. (b) Comprises United Kingdom and Ireland, New Zealand, Canada, USA and South Africa. (c) Includes those who never attended school.



**TABLE 7 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : MOST RECENT WORKING LIFE CHANGE IS A BREAK FROM EMPLOYMENT (a) : DETAILS OF BREAK BY LENGTH OF BREAK, ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992**

Particulars	Less than one year	One year or more	Did not/ not yet returned to work	Total	
	'000	'000	'000	'000	Per cent
<i>Reason for taking most recent break—</i>					
Birth of child/caring for child or other person	6.1	9.5	28.3	44.0	41.0
Retrenchment/dismissal/lack of work	3.7	**1.0	12.1	16.8	15.6
Wanted a break/holiday	7.2	*1.2	3.0	11.4	10.6
Resigned/retired	**0.9	**0.9	10.8	12.5	11.7
Injury/illness	3.2	**0.7	6.6	10.5	9.8
Other	3.0	2.8	6.2	12.0	11.2
<i>Type of leave taken (b)—</i>					
Maternity leave	3.3	3.1	5.0	11.4	10.6
Sick leave/worker's compensation	2.2	**0.3	2.5	5.0	4.7
Recreation leave/long service leave	5.1	**0.3	*1.3	6.7	6.3
Leave without pay	4.6	*1.3	1.9	7.7	7.2
Stopped work/resigned/no leave taken (c)	10.8	12.2	59.0	82.1	76.6
<i>Main source of income—</i>					
Wages and other paid income	6.5	**0.6	2.3	9.4	8.8
Spouse/partner's income	10.1	11.6	34.7	56.4	52.6
Pension/benefit/study allowance	4.1	2.9	25.1	32.1	30.0
Superannuation/investments/savings	2.2	**0.6	2.3	5.0	4.7
Other	*1.2	**0.4	2.6	4.2	3.9
<b>Total</b>	<b>24.1</b>	<b>16.1</b>	<b>67.0</b>	<b>107.2</b>	<b>100.0</b>

(a) A break is 3 months or more away from employment whether on paid or unpaid leave, resigned or dismissed/retrenched. (b) Components do not add to the total or to 100 per cent as more than one type of leave may have been taken. (c) Includes retrenched/dismissed.

**TABLE 8 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : MOST RECENT WORKING LIFE CHANGE IS A CHANGE IN EMPLOYER (a) : DETAILS OF CHANGE BY AGE AND WHETHER RESPONSIBLE FOR CHILDREN ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992**

Reason for change	Age (years)		Whether responsible for children under 12 years		Total	
	18–34	35–59	Responsible	Not responsible	'000	Per cent
	'000	'000	'000	'000	'000	
Moved to a better job/environment	8.9	5.2	2.0	12.0	14.0	35.1
No choice – previous job ended	5.3	3.7	*1.3	7.6	8.9	22.3
Needed more money/hours	4.0	2.4	*1.6	4.7	6.4	15.9
Other	5.2	5.5	2.1	8.6	10.7	26.7
<b>Total</b>	<b>23.3</b>	<b>16.7</b>	<b>7.1</b>	<b>33.0</b>	<b>40.0</b>	<b>100.0</b>

(a) An employer change is leaving one employer and starting work within 3 months with another.

**TABLE 9 – WOMEN EMPLOYED AT SOME TIME SINCE 1982 : MOST RECENT WORKING LIFE CHANGE IS A CHANGE TO WORKING ARRANGEMENTS (a) : DETAILS OF THIS CHANGE BY AGE AND WHETHER RESPONSIBLE FOR CHILDREN**  
ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Particulars	Age (years)		Whether responsible for children under 12 years		Total	
	18–34	35–59	Responsible	Not responsible		
	'000	'000	'000	'000	'000	Per cent
<i>Type of working arrangement change (b)—</i>						
Permanent to temporary/casual	5.7	3.5	4.9	4.2	9.1	15.6
Temporary/casual to permanent	8.7	10.7	3.5	15.9	19.3	33.0
Change in hours worked	22.0	27.9	17.5	32.5	50.0	85.3
Change in shift arrangements	2.9	3.1	*1.3	4.7	6.0	10.3
Other	2.0	2.1	2.1	2.0	4.1	7.0
<i>Change in hours worked after working arrangements changed—</i>						
Worked more hours	9.8	14.1	6.0	18.0	24.0	41.0
Worked less hours	8.0	9.6	8.1	9.4	17.6	30.0
No change in hours	3.6	5.0	*1.2	7.4	8.6	14.7
Not known (c)	4.2	4.2	3.4	5.0	8.4	14.3
<i>Main reason working arrangements changed—</i>						
New employer	3.6	4.3	*1.6	6.2	7.9	13.4
Different job/promotion	6.8	7.4	3.0	11.3	14.3	24.3
Pregnancy/caring for children	4.3	3.0	7.0	**0.3	7.3	12.4
No choice – employer initiated	5.2	7.4	2.9	9.8	12.7	21.7
Needed/wanted more money/hours	3.5	5.5	2.5	6.5	9.0	15.3
Other	2.2	5.3	1.8	5.8	7.5	12.9
<b>Total</b>	<b>25.7</b>	<b>32.9</b>	<b>18.7</b>	<b>39.9</b>	<b>58.6</b>	<b>100.0</b>

(a) A working arrangement change is a change in status from permanent to temporary or casual (or vice versa), change in hours worked or a change in shift arrangements. (b) Components do not add to the total or to 100 per cent as more than one type of change may have been reported. (c) Includes women who work/worked variable hours.

**TABLE 10 – WOMEN WHO HAVE NOT BEEN EMPLOYED IN AUSTRALIA SINCE 1982 : CURRENT ACTIVITIES BY AGE**  
ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Current activities	Age (years)		Total	
	18–34	35–59		
	'000	'000	'000	Per cent
Household work	8.3	28.7	37.1	90.6
Caring for child(ren)	6.6	12.7	19.3	47.2
Looking for work	2.8	2.0	4.7	11.6
Education/training	2.0	*1.3	3.2	7.9
Voluntary work	*1.1	5.0	6.0	14.7
Illness/injury	**0.4	*1.7	2.1	5.2
Caring for aged, ill or disabled person	**0.6	2.9	3.5	8.5
Other	—	*1.6	*1.6	*3.8
<b>Total (a)</b>	<b>11.2</b>	<b>29.7</b>	<b>40.9</b>	<b>100.0</b>

(a) Components do not add to the total as more than one activity may have been reported.

**TABLE 11 – WOMEN WHO HAVE NOT BEEN EMPLOYED IN AUSTRALIA SINCE 1982 : CURRENT ACTIVITIES BY MARITAL STATUS**  
ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Current activity	Marital status			Total	
	Married/ de facto	Widowed/ Divorced/ Separated	Never married		
	'000	'000	'000	'000	Per cent
Household work	27.1	7.3	2.6	37.1	90.6
Caring for child(ren)	14.6	3.3	*1.3	19.3	47.2
Looking for work	*1.4	*1.4	1.9	4.7	11.6
Education/training	*1.3	**0.7	*1.2	3.2	7.9
Voluntary work	4.6	*1.2	**0.3	6.0	14.7
Illness/injury	**1.0	**0.7	**0.4	2.1	5.2
Caring for aged, ill or disabled person	2.9	**0.4	**0.1	3.5	8.5
Other	**1.0	**0.6	—	*1.6	*3.8
<b>Total (a)</b>	<b>28.3</b>	<b>7.6</b>	<b>5.0</b>	<b>40.9</b>	<b>100.0</b>

(a) Components do not add to the total as more than one activity may have been reported.

**TABLE 12 – WOMEN WHO HAVE NOT BEEN EMPLOYED IN AUSTRALIA SINCE 1982 : MAIN REASON NOT EMPLOYED BY AGE**  
ADELAIDE STATISTICAL DIVISION, NOVEMBER 1992

Reason	Age (years)		Total	
	18–34	35–59		
	'000	'000	'000	Per cent
Dependent care responsibilities	5.8	13.3	19.1	46.7
No need to work	**0.5	7.4	7.8	19.1
No work available	3.3	3.3	6.6	16.2
Ill health/injury	**0.3	3.4	3.7	9.1
Other	*1.4	2.3	3.7	8.9
<b>Total</b>	<b>11.2</b>	<b>29.7</b>	<b>40.9</b>	<b>100.0</b>



## EXPLANATORY NOTES

## Introduction

This publication summarises the results of a survey on the employment patterns of women. It was conducted in the Adelaide Statistical Division during November 1992 as a supplement to the Australia-wide Monthly Population Survey. The supplementary survey was carried out at the request of the South Australian Department of Labour.

2. Information was collected for females aged 18 to 59 years (excluding full-time students aged under 25 years). Data was collected on the number and types of changes to women's working lives and the reasons for making these changes. The changes of interest include:

- women leaving one employer and starting work within 3 months with another;
- breaks women had from work of more than three months duration; and
- women changing their working arrangements.

3. Other items collected were qualifications, activities of women not employed, basis of payment for women who work at home, child-care arrangements, source of income while away from work, main type of income received during breaks and difficulties experienced at work after changes have occurred.

## Survey methodology

4. The survey was conducted using a multi-stage area sample of about 3,000 private dwellings (houses, flats etc.) and caravan parks. All non-private dwellings except caravan parks were excluded. Information was collected by personal interview of female residents of the household who were within the scope of the survey.

## Scope

5. This survey includes women aged 18 to 59 years (excluding full-time students under 25 years of age) who are usual residents of private dwellings and caravan parks except:

- (a) members of the permanent defence forces;
- (b) members of non-Australian defence forces (and their dependants) stationed in Australia;
- (c) certain diplomatic personnel of foreign governments, customarily excluded from census and estimated population; and
- (d) overseas residents holidaying in Australia.

## Definitions

6. A *household* is defined as a group of people who live together (in a single dwelling) as a single unit in the sense that they have common housekeeping arrangements; some common provision for food and other essentials of living.

7. *Employed*: Persons aged 18 and over (standard Labour Force Survey definition is for 15 years and over) who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a

farm (comprising employees, employers and self-employed persons); or

- (b) worked for one hour or more without pay in a family business or on a farm (*i.e.* unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expecting to be returning to their job; or receiving wages or salary while undertaking full time study; or
- (d) were employers, self employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

8. *Full-time workers*: Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

9. *Part-time workers*: Employed persons who usually worked for less than 35 hours a week and who did so during the reference week.

10. *Unemployed*: Persons aged 18 and over who were not employed during the reference week and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
  - (i) were available for work in the reference week, or would have been available except for temporary illness (*i.e.* lasting for less than four weeks to the end of the reference week); or
  - (ii) were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown.

11. *Unemployment rate*: For any group, the number of unemployed persons expressed as a percentage of the labour force in the same group.

12. *Labour force*: For any group, persons who were employed or unemployed, as defined.

13. *Participation rate*: For any group, the labour force expressed as a percentage of the civilian population aged 18 years and over in the same group.

14. *Not in the labour force*: Persons who were not in the categories employed or unemployed as defined.

15. *Break from employment*: This was defined as a period of 3 months or more taken from employment. At this time the respondent may have been on extended leave (with or without pay), looking for work or not in the labour force.

16. *Changes to working arrangements*: Defined as when any of the following occur:

- change in status from permanent to temporary or casual (or vice versa);
- change in hours worked;
- change in shift arrangements;
- more flexibility in hours worked.

17. *Left one employer and started work within 3 months with another*: Refers to leaving one employer (resigned, retrenched etc.) and gaining employment with another within 3 months. This category includes women who leave an employer and already have a new job to start, and those who do not have a new job but get one within 3 months of leaving their previous job.

#### Related publications

18. The ABS produces a wide range of publications relating to the Labour Force Survey. Other ABS publications which relate to the survey topic include:

*Work Patterns of Women, Victoria* (6204.2)  
*Women's Work, South Australia* (6204.4)  
*Women in Australia* (4113.0) (To be released during the first half of 1993)

*The Labour Force, Australia* (6203.0)  
*Labour Force, South Australia* (6201.4)  
*A Guide to Labour Statistics* (6102.0)  
*Labour Mobility, Australia* (6209.0)  
*Labour Force Experience, Australia* (6206.0)

#### Unpublished data

19. In some cases the ABS can make available information from this survey which is not presented in this publication. In general, a charge is made for providing unpublished information. For further information, please telephone Gillian Nicoll on (08) 237 7318.

#### Symbols and other usages

- .. not applicable
- nil or rounded to zero
- \* use estimate with caution, relative standard error between 30 and 40 per cent
- \*\* estimate subject to variability too high for most practical purposes. Refer to Data Quality on page 13.

20. Figures have been rounded, and discrepancies may occur between sums of the component items and totals shown. Published proportions are calculated prior to rounding figures and, therefore, some discrepancies may exist between published proportions and those that could be calculated from the rounded figures.



## DATA QUALITY

### Reliability of the estimates

The estimates provided in this publication may be subject to two types of error.

#### Non-sampling error

2. Inaccuracies may occur because of imperfections in reporting by respondents, and errors made in coding and processing the data. These errors can occur whether the estimates are derived from a sample or a complete enumeration. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and effective operating procedures.

3. For a small percentage of women not currently employed, some information relating to changes in working life was not obtained. In these instances, other data supplied was used to impute responses.

#### Sampling error

4. Since the estimates in this publication are based on information obtained from occupants from a sample of dwellings they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that the sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

5. A standard error expressed as a percentage of the estimate is known as the 'relative standard error'. For example, if an estimate of 6,000 households has a standard error of 910 then the estimate has a relative standard error of  $910/6,000 \times 100 = 15.2$  per cent. The relative standard error is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling.

### Standard errors of estimates

6. The table below gives standard errors for general application to estimates of numbers of persons and households. These figures will not give a precise measure of the standard error of a particular estimate, but they will provide an indication of its magnitude.

7. The size of the standard error increases with the level of the estimate, so that the larger the estimate the larger is the standard error. However, it should be noted that the larger the sampling estimate, the smaller will be the standard error in percentage terms. Thus, larger sample estimates will be relatively more reliable than small estimates.

8. Very small estimates are subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. Only estimates with relative standard errors less than 40 per cent are considered sufficiently reliable for most purposes. Estimates with relative standard errors greater than 40 per cent have been included but are indicated with the symbol \*\*. Estimates with relative standard errors between 30 and 40 per cent are indicated with \*.

9. An example of the calculation and use of standard errors is as follows:

10. From Table 1, in 1992 an estimated 187,400 persons were employed. An estimate of 187,400 has a standard error of between 2,900 and 3,800 persons. By interpolation it can be seen that the estimate has a standard error of about 3,700.

11. There are about two chances in three (66.7 per cent) that the number that would have been produced if all dwellings had been included in the survey lies in the range 183,700 to 191,100. There are about 19 chances in 20 (95 per cent) that the number lies between 180,000 and 194,800.

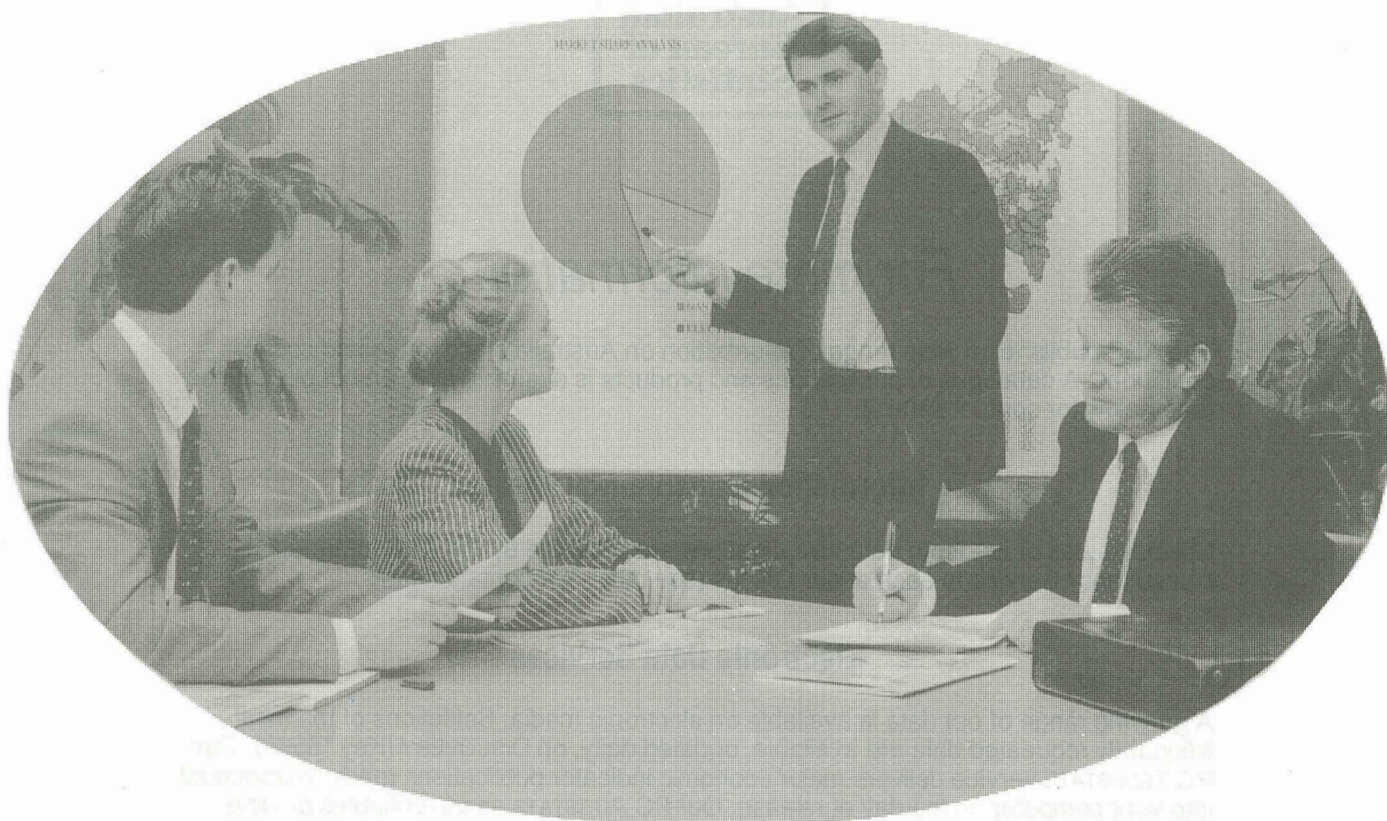
12. Percentages formed from the ratio of two estimates of the same type (such as proportions) are also subject to sampling error. The size of the error depends on the accuracy of both the numerator (x) and the denominator (y). The formula for the relative standard error (RSE) of a percentage is given below.

$$RSE(x/y) = \sqrt{[(RSE(x))^2 + (RSE(y))^2]}$$

STANDARD ERRORS OF ESTIMATES OF PERSONS, SOUTH AUSTRALIA

Size of estimate (persons)	Standard error of estimate (number)	Relative standard error (per cent)
500	290	57.2
1,000	410	40.7
1,500	480	32.3
2,000	560	28.1
3,000	670	22.4
4,000	770	19.3
5,000	850	16.9
6,000	910	15.2
8,000	1,050	13.1
10,000	1,150	11.6
20,000	1,550	7.7
30,000	1,800	6.1
40,000	2,050	5.1
50,000	2,250	4.5
100,000	2,900	2.9
200,000	3,800	1.8
300,000	4,350	1.4





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